

**CALENDAR YEAR 2003**

**DEGREE PROGRAM ELIGIBILITY  
PUBLIC COLLEGES AND UNIVERSITIES**



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**IMPLEMENTATION OF THE OBJECTIVES OF  
THE 1997-2002 KENTUCKY PLAN**

**EVALUATION DETAIL FOR  
ACADEMIC YEAR 2001-2002**

**Council on Postsecondary Education  
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Council on Postsecondary Education  
February 3, 2003

## Kentucky Plan for Equal Opportunities 2003 Degree Program Eligibility

More publicly supported institutions have qualified, based on the degree of success in enrolling, retaining, and hiring African Americans, for the most favorable category of eligibility for new degree programs in 2003 (18 of 37 compared to 16 of 37 in 2002). Six universities, down from seven last year, are automatically eligible to add new degree programs; one university received the quantitative waiver status and one university received the qualitative waiver status. The technical colleges' performance is relatively unchanged. Only one qualified for the automatic status while five qualified for the quantitative waiver (5 compared to 3 the previous year); the number of institutions falling into the least desirable category remained the same (9 of 15). Overall, community colleges improved their performance. Eleven of 14 institutions received automatic status, while two qualified for the quantitative waiver and only one for the qualitative waiver.

The annual assessment is part of the Council on Postsecondary Education's monitoring of progress under *The 1997-2002 Kentucky Plan for Equal Opportunities*, which promotes compliance with Title VI of the Civil Rights Act of 1964.

Northern Kentucky University showed progress on all eight objectives evaluated. Kentucky State University also showed progress on all seven of its objectives. Among the universities, four improved their performance from the previous year and four saw a decline in their performance.

Among the community colleges, 10 of the 13 KCTCS community colleges, and Lexington Community College, are automatically eligible to propose new degree programs. Institutions showing progress on all four objectives include Hopkinsville, Jefferson, and Paducah Community Colleges. Prestonsburg made progress on only one objective. Three colleges require a waiver to add new degree programs. Among the 14 community colleges, five improved their performance (Hazard, Hopkinsville, Madisonville, Maysville, and Owensboro), nine performed at the same level, while the performance of two (Ashland and Elizabethtown) declined.

Of the 15 technical colleges one institution - Northern Kentucky Tech - qualified for automatic status while the other 14 technical colleges will need a waiver to add new degree programs. Three institutions failed to make progress

on any of the four objectives (Ashland, Owensboro, and Rowan). Among the 15 technical colleges, one improved its performance (Northern Kentucky Tech), the performance of 10 is unchanged, and the performance of four declined (Ashland, Bowling Green, Jefferson, and Rowan).

**Calendar Year 2003**  
**Degree Program Eligibility**

**SUMMARY OF DEGREE PROGRAM ELIGIBILITY STATUS  
CALENDAR YEAR 2003**

<b>Eligibility Category</b>	<b>Universities</b>		<b>Community Colleges</b>		<b>Technical Colleges</b>		<b>Total</b>	
	<b>2003</b>	<b>2002</b>	<b>2003</b>	<b>2002</b>	<b>2003</b>	<b>2002</b>	<b>2003</b>	<b>2002</b>
Automatic	6	7	11	8	1	2	18	16
Quantitative Waiver	1	0	2	3	5	3	8	6
Qualitative Waiver	1	0	1	2	9	9	11	11
Not Eligible	0	1	0	1	0	1	0	4
Total	8	8	14	14	15	15	37	37

## INSTITUTIONAL DEGREE PROGRAM ELIGIBILITY CALENDAR YEAR 2003

The eligibility status of the institutions is determined through the application of the administrative regulation (13 KAR 2:060). The status of each institution:

### UNIVERSITIES

Institution	Objectives Showing Continuous Progress	Total Objectives Evaluated	Degree Program Eligibility Status	
			2003	2002
Eastern Kentucky Univ.	4	8	<i>Qualitative</i>	<i>Automatic</i>
Kentucky State Univ.	7	7	<i>Automatic</i>	<i>Automatic</i>
Morehead State Univ.	7	8	<i>Automatic</i>	<i>Automatic</i>
Murray State Univ.	6	8	<i>Automatic</i>	<i>Not Eligible</i>
Northern Kentucky Univ.	8	8	<i>Automatic</i>	<i>Automatic</i>
Univ. of Kentucky	6	8	<i>Automatic</i>	<i>Automatic</i>
Univ. of Louisville	5	8	<i>Quantitative</i>	<i>Automatic</i>
Western Kentucky Univ.	6	8	<i>Automatic</i>	<i>Automatic</i>

**Notes:**

Universities (except Kentucky State University) have eight equal opportunity objectives. Kentucky State University has seven objectives (the objective related to Enrollment of Graduate Students does not apply to KSU).

Automatic eligibility equals continuous progress in at least 6 of 8 objectives. KSU is at least 5 of 7 objectives.

Quantitative waiver equals continuous progress in 5 of 8 objectives. New degree programs must be implemented under the waiver provisions during calendar year 2003. KSU is 4 of 7 objectives.

Qualitative waiver equals continuous progress in 4 or fewer of 8 objectives. New degree programs must be implemented under the waiver provisions during calendar year 2003. KSU is 3 or fewer of 7 objectives.



**INSTITUTIONAL DEGREE PROGRAM ELIGIBILITY  
CALENDAR YEAR 2003**

The eligibility status of the institutions is determined through the application of the administrative regulation (13 KAR 2:060). The status of each institution:

**COMMUNITY COLLEGES**

Institution	Objectives Showing Continuous Progress	Total Objectives Evaluated	Degree Program Eligibility Status	
KCTCS			2003	2002
Ashland CC	3	4	Automatic	Not Eligible
Elizabethtown CC	3	4	Automatic	Automatic
Hazard CC	3	4	Automatic	Quantitative
Henderson CC	3	4	Automatic	Automatic
Hopkinsville CC	4	4	Automatic	Quantitative
Jefferson CC	4	4	Automatic	Automatic
Madisonville CC	3	4	Automatic	Automatic
Maysville CC	2	4	Quantitative	Quantitative
Owensboro CC	3	4	Automatic	Not Eligible
Paducah CC	4	4	Automatic	Automatic
Prestonsburg CC	1	4	Qualitative	Automatic
Somerset CC	3	4	Automatic	Automatic
Southeast CC	2	4	Quantitative	Quantitative
University of Kentucky				
Lexington CC	3	4	Automatic	Automatic
<b>Notes:</b>  Community colleges have four equal opportunity objectives.  Automatic eligibility equals continuous progress in at least 3 of 4 objectives.  Quantitative waiver equals continuous progress in 2 of 4 objectives. New degree programs must be implemented under the waiver provisions during the 2003 calendar year.  Qualitative waiver equals continuous progress in 0 or 1 of 4 objectives. New degree programs must be implemented under the waiver provisions during the 2003 calendar year.				

## INSTITUTIONAL DEGREE PROGRAM ELIGIBILITY CALENDAR YEAR 2003

The eligibility status of the institutions is determined through the application of the administrative regulation (13 KAR 2:060). The status of each institution:

### TECHNICAL COLLEGES

Institution	Objectives Showing Continuous Progress	Total Objectives Evaluated	Degree Program Eligibility Status	
			2003	2002
<b>KCTCS</b>				
Ashland TC	0	4	<i>Qualitative</i>	<i>Qualitative</i>
Bowling Green TC	2	4	<i>Quantitative</i>	<i>Automatic</i>
Central Kentucky TC	2	4	<i>Quantitative</i>	<i>Quantitative</i>
Cumberland Valley TC	1	4	<i>Qualitative</i>	<i>Qualitative</i>
Elizabethtown TC	1	4	<i>Qualitative</i>	<i>Qualitative</i>
Hazard TC	1	4	<i>Qualitative</i>	<i>Qualitative</i>
Jefferson TC	2	4	<i>Quantitative</i>	<i>Automatic</i>
Laurel TC	1	4	<i>Qualitative</i>	<i>Qualitative</i>
Madisonville TC	2	4	<i>Quantitative</i>	<i>Quantitative</i>
Mayo TC	1	4	<i>Qualitative</i>	<i>Qualitative</i>
Northern Kentucky TC	3	4	<i>Automatic</i>	<i>Not Eligible</i>
Owensboro TC	0	4	<i>Qualitative</i>	<i>Qualitative</i>
Rowan TC	0	4	<i>Qualitative</i>	<i>Qualitative</i>
Somerset TC	1	4	<i>Qualitative</i>	<i>Qualitative</i>
West Kentucky TC	2	4	<i>Quantitative</i>	<i>Quantitative</i>

#### **Notes:**

Technical colleges have four equal opportunity objectives.

Automatic eligibility equals continuous progress in at least 3 of 4 objectives.

Quantitative waiver equals continuous progress in 2 of 4 objectives. New degree programs must be implemented under the waiver provisions during the 2003 calendar year.

Qualitative waiver equals continuous progress in 0 or 1 of 4 objectives. New degree programs must be implemented under the waiver provisions during the 2003 calendar year.

## **Institutional Evaluations**

## **KCTCS Community Colleges**

**INSTITUTION: Ashland Community College**  
**Degree Program Eligibility Status for Calendar Year 2003**

**1. Kentucky Resident African-American Undergraduate Enrollments**

	F98	F99	F00	F01	Objective
African-American	22	31	44	33	----
% of Total	1.2%	1.5%	2.3%	1.5%	1.1%

Continuous Progress Status: Achieved  
System Enrollment of First-Time Freshmen: 9.4%  
Campus Diversity Factor: ±0

**2. Employment of African-Americans in Executive, Administrative, and Managerial Positions**

	98-99	99-00	00-01	01-02	Objective
African-American	0	0	1	1	---
Total (AA+W)	7	8	7	6	---
% African-American	0.0%	0.0%	14.3%	16.7%	5.0%

Continuous Progress Status: Achieved

**3. Employment of African-Americans as Faculty**

	98-99	99-00	00-01	01-02	Objective
African-American	1	1	2	2	---
Total (AA+W)	65	58	62	60	---
% African-American	1.5%	1.7%	3.2%	3.3%	3.0%

Continuous Progress Status: Achieved

**4. Employment of African-Americans as Other Professionals**

	98-99	99-00	00-01	01-02	Objective
African-American	3	1	2	1	---
Total (AA+W)	23	21	24	22	---
% African-American	13.0%	4.8%	8.3%	4.5%	5.0%

Continuous Progress Status: Not Achieved

**DEGREE PROGRAM ELIGIBILITY STATUS: AUTOMATIC**  
**INSTITUTION SHOWED CONTINUOUS PROGRESS IN: 3 of 4 OBJECTIVES**  
**Based on Academic Year 2001-2002**

**INSTITUTION: Elizabethtown Community College**  
**Degree Program Eligibility Status for Calendar Year 2003**

**1. Kentucky Resident African-American Undergraduate Enrollments**

	F98	F99	F00	F01	Objective
African-American	387	396	378	393	----
% of Total	12.2%	12.0%	11.6%	12.0%	8.6%

Continuous Progress Status: Achieved  
System Enrollment of First-Time Freshmen: 9.4%  
Campus Diversity Factor: +0

**2. Employment of African-Americans in Executive, Administrative, and Managerial Positions**

	98-99	99-00	00-01	01-02	Objective
African-American	1	1	1	1	---
Total (AA+W)	7	7	7	4	---
% African-American	14.3%	14.3%	14.3%	25.0%	5.0%

Continuous Progress Status: Achieved

**3. Employment of African-Americans as Faculty**

	98-99	99-00	00-01	01-02	Objective
African-American	3	3	3	3	---
Total (AA+W)	75	73	77	76	---
% African-American	4.0%	14.1%	3.9%	3.9%	3.0%

Continuous Progress Status: Achieved

**4. Employment of African-Americans as Other Professionals**

	98-99	99-00	00-01	01-02	Objective
African-American	2	2	2	2	---
Total (AA+W)	35	34	33	37	---
% African-American	5.7%	5.9%	6.1%	5.4%	6.0%

Continuous Progress Status: Not Achieved

**DEGREE PROGRAM ELIGIBILITY STATUS: AUTOMATIC**  
**INSTITUTION SHOWED CONTINUOUS PROGRESS IN: 3 of 4 OBJECTIVES**  
**Based on Academic Year 2001-2002**

**INSTITUTION: Hazard Community College**  
**Degree Program Eligibility Status for Calendar Year 2003**

1. Kentucky Resident African-American Undergraduate Enrollments

	F98	F99	F00	F01	Objective
African-American	54	37	50	60	----
% of Total	2.4%	1.7%	2.2%	2.5%	1.5%

Continuous Progress Status: Achieved  
System Enrollment of First-Time Freshmen: 9.4%  
Campus Diversity Factor: ±0

2. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	98-99	99-00	00-01	01-02	Objective
African-American	0	1	1	1	---
Total (AA+W)	7	9	11	9	---
% African-American	0.0%	11.1%	9.1%	11.1%	5.0%

Continuous Progress Status: Achieved

3. Employment of African-Americans as Faculty

	98-99	99-00	00-01	01-02	Objective
African-American	3	1	1	1	---
Total (AA+W)	88	85	92	89	---
% African-American	3.4%	1.2%	1.1%	1.1%	3.0%

Continuous Progress Status: Not Achieved

4. Employment of African-Americans as Other Professionals

	98-99	99-00	00-01	01-02	Objective
African-American	0	0	0	1	---
Total (AA+W)	33	37	36	40	---
% African-American	0.0%	0.0%	0.0%	2.5%	1.0%

Continuous Progress Status: Achieved

**DEGREE PROGRAM ELIGIBILITY STATUS: AUTOMATIC**  
**INSTITUTION SHOWED CONTINUOUS PROGRESS IN: 3 of 4 OBJECTIVES**  
**Based on Academic Year 2001-2002**

**INSTITUTION: Henderson Community College**  
**Degree Program Eligibility Status for Calendar Year 2002**

1. Kentucky Resident African-American Undergraduate Enrollments

	F98	F99	F00	F01	Objective
African-American	63	85	66	76	----
% of Total	6.8%	7.9%	6.0%	6.0%	4.5%

Continuous Progress Status: Achieved  
System Enrollment of First-Time Freshmen: 9.4%  
Campus Diversity Factor: ±0

2. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	98-99	99-00	00-01	01-02	Objective
African-American	0	0	0	0	---
Total (AA+W)	8	7	6	7	---
% African-American	0.0%	0.0%	0.0%	0.0%	5.0%

Continuous Progress Status: Not Achieved

3. Employment of African-Americans as Faculty

	98-99	99-00	00-01	01-02	Objective
African-American	3	3	3	3	---
Total (AA+W)	51	50	51	47	---
% African-American	5.9%	6.0%	5.9%	6.4%	3.0%

Continuous Progress Status: Achieved

4. Employment of African-Americans as Other Professionals

	98-99	99-00	00-01	01-02	Objective
African-American	1	1	1	1	---
Total (AA+W)	19	17	17	19	---
% African-American	5.3%	5.9%	5.9%	5.3%	3.0%

Continuous Progress Status: Achieved

**DEGREE PROGRAM ELIGIBILITY STATUS: AUTOMATIC**  
**INSTITUTION SHOWED CONTINUOUS PROGRESS IN: 3 of 4 OBJECTIVES**  
**Based on Academic Year 2000-2001**



**INSTITUTION: Hopkinsville Community College**  
Degree Program Eligibility Status for Calendar Year 2003

1. Kentucky Resident African-American Undergraduate Enrollments

	F98	F99	F00	F01	Objective
African-American	439	387	655	604	----
% of Total	21.9%	19.1%	26.5%	26.4%	24.1%

Continuous Progress Status: Achieved  
System Enrollment of First-Time Freshmen: 9.4%  
Campus Diversity Factor: +0

2. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	98-99	99-00	00-01	01-02	Objective
African-American	0	0	0	1	---
Total (AA+W)	10	11	8	7	---
% African-American	0.0%	0.0%	0.0%	14.3%	5.0%

Continuous Progress Status: Achieved

3. Employment of African-Americans as Faculty

	98-99	99-00	00-01	01-02	Objective
African-American	2	5	7	7	---
Total (AA+W)	59	55	65	69	---
% African-American	3.4%	9.1%	10.8%	10.1%	3.0%

Continuous Progress Status: Achieved

4. Employment of African-Americans as Other Professionals

	98-99	99-00	00-01	01-02	Objective
African-American	4	5	7	7	---
Total (AA+W)	23	20	21	23	---
% African-American	17.4%	25.0%	33.3%	30.4%	14.0%

Continuous Progress Status: Achieved

**DEGREE PROGRAM ELIGIBILITY STATUS: AUTOMATIC**  
**INSTITUTION SHOWED CONTINUOUS PROGRESS IN: 4 of 4 OBJECTIVES**

**WAIVER GRANTED TO THIS INSTITUTION IN: CALENDAR YEAR 2001**  
**Based on Academic Year 2001-2002**

**INSTITUTION: Jefferson Community College**  
**Degree Program Eligibility Status for Calendar Year 2003**

1. Kentucky Resident African-American Undergraduate Enrollments

	F98	F99	F00	F01	Objective
African-American	1,415	1,463	1,781	1,686	----
% of Total	17.5%	18.8%	21.1%	22.0%	17.4%

Continuous Progress Status: Achieved  
System Enrollment of First-Time Freshmen: 9.4%  
Campus Diversity Factor: +10

2. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	98-99	99-00	00-01	01-02	Objective
African-American	1	1	1	1	---
Total (AA+W)	10	13	7	6	---
% African-American	10.0%	7.7%	14.3%	16.7%	5.0%

Continuous Progress Status: Achieved

3. Employment of African-Americans as Faculty

	98-99	99-00	00-01	01-02	Objective
African-American	16	15	16	17	---
Total (AA+W)	221	209	220	224	---
% African-American	7.2%	7.2%	7.3%	7.6%	4.0%

Continuous Progress Status: Achieved

4. Employment of African-Americans as Other Professionals

	98-99	99-00	00-01	01-02	Objective
African-American	7	11	10	10	---
Total (AA+W)	47	49	54	60	---
% African-American	14.9%	22.4%	18.5%	16.7%	6.0%

Continuous Progress Status: Achieved

**DEGREE PROGRAM ELIGIBILITY STATUS: AUTOMATIC**  
**INSTITUTION SHOWED CONTINUOUS PROGRESS IN: 4 of 4 OBJECTIVES**  
**Based on Academic Year 2001-2002**

**INSTITUTION: Madisonville Community College**  
**Degree Program Eligibility Status for Calendar Year 2003**

**1. Kentucky Resident African-American Undergraduate Enrollments**

	F98	F99	F00	F01	Objective
African-American	103	90	97	91	----
% of Total	5.3%	5.3%	5.3%	4.3%	6.5%

Continuous Progress Status: Not Achieved  
System Enrollment of First-Time Freshmen: 9.4%  
Campus Diversity Factor: ±0

**2. Employment of African-Americans in Executive, Administrative, and Managerial Positions**

	98-99	99-00	00-01	01-02	Objective
African-American	0	1	0	1	---
Total (AA+W)	9	8	6	5	---
% African-American	0.0%	12.5%	0.0%	20.0%	5.0%

Continuous Progress Status: Achieved

**3. Employment of African-Americans as Faculty**

	98-99	99-00	00-01	01-02	Objective
African-American	3	3	1	2	---
Total (AA+W)	63	57	59	60	---
% African-American	4.8%	5.3%	1.7%	3.3%	3.0%

Continuous Progress Status: Achieved

**4. Employment of African-Americans as Other Professionals**

	98-99	99-00	00-01	01-02	Objective
African-American	2	2	1	2	---
Total (AA+W)	26	30	34	35	---
% African-American	7.7%	6.7%	2.9%	5.7%	4.0%

Continuous Progress Status: Achieved

**DEGREE PROGRAM ELIGIBILITY STATUS: AUTOMATIC**  
**INSTITUTION SHOWED CONTINUOUS PROGRESS IN: 3 of 4 OBJECTIVES**  
**Based on Academic Year 2001-2002**

**INSTITUTION: Maysville Community College**  
Degree Program Eligibility Status for Calendar Year 2003

1. Kentucky Resident African-American Undergraduate Enrollments

	F98	F99	F00	F01	Objective
African-American	49	52	32	44	----
% of Total	4.2%	4.4%	2.8%	3.5%	4.0%

Continuous Progress Status: Achieved  
System Enrollment of First-Time Freshmen: 9.4%  
Campus Diversity Factor: +0

2. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	98-99	99-00	00-01	01-02	Objective
African-American	0	0	0	0	---
Total (AA+W)	7	7	7	7	---
%African-American	0.0%	0.0%	0.0%	0.0%	5.0%

Continuous Progress Status: Not Achieved

3. Employment of African-Americans as Faculty

	98-99	99-00	00-01	01-02	Objective
African-American	3	2	3	3	---
Total (AA+W)	42	40	44	47	---
%African-American	7.1%	5.0%	6.8%	6.4%	3.0%

Continuous Progress Status: Achieved

4. Employment of African-Americans as Other Professionals

	98-99	99-00	00-01	01-02	Objective
African-American	0	0	0	0	---
Total (AA+W)	15	15	15	18	---
%African-American	0.0%	0.0%	0.0%	0.0%	4.0%

Continuous Progress Status: Not Achieved

**DEGREE PROGRAM ELIGIBILITY STATUS: QUANTITATIVE WAIVER**  
**INSTITUTION SHOWED CONTINUOUS PROGRESS IN: 2 of 4 OBJECTIVES**  
**WAIVER GRANTED TO THIS INSTITUTION IN: CALENDAR YEAR 2001**

**Based on Academic Year 2001-2002**

**INSTITUTION: Owensboro Community College**  
**Degree Program Eligibility Status for Calendar Year 2003**

**1. Kentucky Resident African-American Undergraduate Enrollments**

	F98	F99	F00	F01	Objective
African-American	54	59	66	107	----
% of Total	2.6%	3.0%	3.1%	3.4%	2.5%

Continuous Progress Status: Achieved  
System Enrollment of First-Time Freshmen: 9.4%  
Campus Diversity Factor: +0

**2. Employment of African-Americans in Executive, Administrative, and Managerial Positions**

	98-99	99-00	00-01	01-02	Objective
African-American	0	0	0	0	---
Total (AA+W)	6	8	7	7	---
% African-American	0.0%	0.0%	0.0%	0.0%	5.0%

Continuous Progress Status: Not Achieved

**3. Employment of African-Americans as Faculty**

	98-99	99-00	00-01	01-02	Objective
African-American	3	3	2	3	---
Total (AA+W)	56	57	58	58	---
% African-American	5.4%	5.3%	3.4%	5.2%	3.0%

Continuous Progress Status: Achieved

**4. Employment of African-Americans as Other Professionals**

	98-99	99-00	00-01	01-02	Objective
African-American	0	0	0	1	---
Total (AA+W)	20	19	20	29	---
% African-American	0.0%	0.0%	0.0%	3.4%	1.0%

Continuous Progress Status: Achieved

**DEGREE PROGRAM ELIGIBILITY STATUS: AUTOMATIC**  
**INSTITUTION SHOWED CONTINUOUS PROGRESS IN: 3 of 4 OBJECTIVES**  
**Based on Academic Year 2001-2002**

**INSTITUTION: Paducah Community College**  
Degree Program Eligibility Status for Calendar Year 2003

1. Kentucky Resident African-American Undergraduate Enrollments

	F98	F99	F00	F01	Objective
African-American	185	157	197	188	----
% of Total	6.7%	5.6%	6.9%	6.4%	5.9%

Continuous Progress Status: Achieved  
System Enrollment of First-Time Freshmen: 9.4%  
Campus Diversity Factor: +0

2. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	98-99	99-00	00-01	01-02	Objective
African-American	0	1	1	1	---
Total (AA+W)	6	8	5	6	---
% African-American	0.0%	12.5%	20.0%	16.7%	5.0%

Continuous Progress Status: Achieved

3. Employment of African-Americans as Faculty

	98-99	99-00	00-01	01-02	Objective
African-American	3	2	4	4	---
Total (AA+W)	67	64	67	66	---
% African-American	4.6%	3.1%	6.0%	6.1%	3.0%

Continuous Progress Status: Achieved

4. Employment of African-Americans as Other Professionals

	98-99	99-00	00-01	01-02	Objective
African-American	0	1	4	5	---
Total (AA+W)	26	23	27	31	---
% African-American	0.0%	4.3%	14.8%	16.1%	5.0%

Continuous Progress Status: Achieved

**DEGREE PROGRAM ELIGIBILITY STATUS: AUTOMATIC**  
**INSTITUTION SHOWED CONTINUOUS PROGRESS IN: 4 of 4 OBJECTIVES**  
**Based on Academic Year 2001-2002**



**INSTITUTION: Prestonsburg Community College**  
**Degree Program Eligibility Status for Calendar Year 2003**

1. Kentucky Resident African-American Undergraduate Enrollments

	F98	F99	F00	F01	Objective
African-American	13	11	14	12	----
% of Total	0.6%	0.5%	0.6%	0.5%	0.1%

Continuous Progress Status: Achieved  
System Enrollment of First-Time Freshmen: 9.4%  
Campus Diversity Factor: +0

2. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	98-99	99-00	00-01	01-02	Objective
African-American	1	1	0	0	---
Total (AA+W)	6	6	4	4	---
% African-American	16.7%	16.7%	0.0%	0.0%	5.0%

Continuous Progress Status: Not Achieved

3. Employment of African-Americans as Faculty

	98-99	99-00	00-01	01-02	Objective
African-American	0	1	1	1	---
Total (AA+W)	66	63	68	68	---
% African-American	0.0%	1.6%	1.5%	1.5%	3.0%

Continuous Progress Status: Not Achieved

4. Employment of African-Americans as Other Professionals

	98-99	99-00	00-01	01-02	Objective
African-American	1	1	0	0	---
Total (AA+W)	11	14	13	15	---
% African-American	9.1%	7.1%	0.0%	0.0%	0.1%

Continuous Progress Status: Not Achieved

**DEGREE PROGRAM ELIGIBILITY STATUS: QUALITATIVE WAIVER**  
**INSTITUTION SHOWED CONTINUOUS PROGRESS IN: 1 of 4 OBJECTIVES**  
**Based on Academic Year 2001-2002**

**INSTITUTION: Somerset Community College**  
**Degree Program Eligibility Status for Calendar Year 2003**

**1. Kentucky Resident African-American Undergraduate Enrollments**

	F98	F99	F00	F01	Objective
African-American	19	19	27	27	----
% of Total	0.8%	0.8%	1.2%	1.0%	0.7%

Continuous Progress Status: Achieved  
System Enrollment of First-Time Freshmen: 9.4%  
Campus Diversity Factor: +0

**2. Employment of African-Americans in Executive, Administrative, and Managerial Positions**

	98-99	99-00	00-01	01-02	Objective
African-American	0	0	0	0	---
Total (AA+W)	7	9	7	7	---
% African-American	0.0%	0.0%	0.0%	0.0%	5.0%

Continuous Progress Status: Not Achieved

**3. Employment of African-Americans as Faculty**

	98-99	99-00	00-01	01-02	Objective
African-American	6	6	4	4	---
Total (AA+W)	74	70	74	70	---
% African-American	8.1%	8.6%	5.4%	5.7%	3.0%

Continuous Progress Status: Achieved

**4. Employment of African-Americans as Other Professionals**

	98-99	99-00	00-01	01-02	Objective
African-American	0	1	2	1	---
Total (AA+W)	20	21	22	22	---
% African-American	0.0%	4.8%	9.1%	4.5%	3.0%

Continuous Progress Status: Achieved

**DEGREE PROGRAM ELIGIBILITY STATUS: AUTOMATIC**  
**INSTITUTION SHOWED CONTINUOUS PROGRESS IN: 3 of 4 OBJECTIVES**  
**Based on Academic Year 2001-2002**

**INSTITUTION: Southeast Community College**  
**Degree Program Eligibility Status for Calendar Year 2003**

**1. Kentucky Resident African-American Undergraduate Enrollments**

	F98	F99	F00	F01	Objective
African-American	48	63	56	59	----
% of Total	2.4%	3.0%	2.5%	2.7%	2.1%

Continuous Progress Status: Achieved  
System Enrollment of First-Time Freshmen: 9.4%  
Campus Diversity Factor: +0

**2. Employment of African-Americans in Executive, Administrative, and Managerial Positions**

	98-99	99-00	00-01	01-02	Objective
African-American	1	1	0	0	---
Total (AA+W)	10	12	9	4	---
% African-American	10.0%	8.3%	0.0%	0.0%	5.0%

Continuous Progress Status: Not Achieved

**3. Employment of African-Americans as Faculty**

	98-99	99-00	00-01	01-02	Objective
African-American	3	2	4	4	---
Total (AA+W)	72	73	78	79	---
% African-American	4.2%	2.7%	5.1%	5.1%	3.0%

Continuous Progress Status: Achieved

**4. Employment of African-Americans as Other Professionals**

	98-99	99-00	00-01	01-02	Objective
African-American	0	0	0	0	---
Total (AA+W)	23	24	28	38	---
% African-American	0.0%	0.0%	0.0%	0.0%	3.0%

Continuous Progress Status: Not Achieved

**DEGREE PROGRAM ELIGIBILITY STATUS: QUANTITATIVE WAIVER**  
**INSTITUTION SHOWED CONTINUOUS PROGRESS IN: 2 of 4 OBJECTIVES**  
**Based on Academic Year 2001-2002**

## **KCTCS Technical Colleges**

**INSTITUTION: Ashland Technical College**  
**Degree Program Eligibility Status for Calendar Year 2003**

1. Kentucky Resident African-American Undergraduate Enrollments

	Base Year	F00	F01	Objective
African-American	2	25	5	----
% of Total	0.5%	4.8%	0.7%	2.4%

Progress Status: Not Achieved  
System Enrollment of First-Time Freshmen: 9.4%  
Campus Diversity Factor: ±0

2. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	Base Year	00-01	01-02	Objective
African-American	0	0	0	---
Total (AA+W)	4	4	2	---
% African-American	0.0%	0.0%	0.0%	5.0%

Progress Status: Not Achieved

3. Employment of African-Americans as Faculty

	Base Year	00-01	01-02	Objective
African-American	0	0	0	---
Total (AA+W)	34	31	31	---
% African-American	0.0%	0.0%	0.0%	3.0%

Progress Status: Not Achieved

4. Employment of African-Americans as Other Professionals

	Base Year	00-01	01-02	Objective
African-American	0	0	0	---
Total (AA+W)	7	10	12	---
% African-American	0.0%	0.0%	0.0%	5.0%

Progress Status: Not Achieved

**DEGREE PROGRAM ELIGIBILITY STATUS: QUALITATIVE WAIVER**  
**INSTITUTION SHOWED PROGRESS IN: 0 of 4 OBJECTIVES**  
**Based on Academic Year 2001-2002**

**INSTITUTION: Bowling Green Technical College**  
**Degree Program Eligibility Status for Calendar Year 2003**

1. Kentucky Resident African-American Undergraduate Enrollments

	Base Year	F00	F01	Objective
African-American	32	48	86	----
% of Total	3.0%	3.6%	4.2%	6.7%

Progress Status: Achieved  
System Enrollment of First-Time Freshmen: 9.4%  
Campus Diversity Factor: ±0

2. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	Base Year	00-01	01-02	Objective
African-American	0	0	0	---
Total (AA+W)	2	4	6	---
% African-American	0.0%	0.0%	0.0%	5.0%

Progress Status: Not Achieved

3. Employment of African-Americans as Faculty

	Base Year	00-01	01-02	Objective
African-American	0	1	1	---
Total (AA+W)	43	57	54	---
% African-American	0.0%	1.8%	1.9%	3.0%

Progress Status: Not Achieved

4. Employment of African-Americans as Other Professionals

	Base Year	00-01	01-02	Objective
African-American	0	1	2	---
Total (AA+W)	9	13	17	---
% African-American	0.0%	7.7%	11.8%	5.2%

Progress Status: Achieved

**DEGREE PROGRAM ELIGIBILITY STATUS: QUANTITATIVE WAIVER**  
**INSTITUTION SHOWED PROGRESS IN: 2 of 4 OBJECTIVES**  
**Based on Academic Year 2001-2002**

**INSTITUTION: Central Kentucky Technical College**  
**Degree Program Eligibility Status for Calendar Year 2003**

1. Kentucky Resident African-American Undergraduate Enrollments

	Base Year	F00	F01	Objective
African-American	114	140	323	----
% of Total	13.0%	9.6%	13.6%	8.6%

Progress Status: Achieved  
System Enrollment of First-Time Freshmen: 9.4%  
Campus Diversity Factor: ±0

2. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	Base Year	00-01	01-02	Objective
African-American	1	0	0	---
Total (AA+W)	10	6	7	---
% African-American	10.0%	0.0%	0.0%	5.0%

Progress Status: Not Achieved

3. Employment of African-Americans as Faculty

	Base Year	00-01	01-02	Objective
African-American	4	4	4	---
Total (AA+W)	65	72	100	---
% African-American	6.2%	5.6%	4.0%	3.0%

Progress Status: Achieved

4. Employment of African-Americans as Other Professionals

	Base Year	00-01	01-02	Objective
African-American	0	0	0	---
Total (AA+W)	13	22	27	---
% African-American	0.0%	0.0%	0.0%	5.2%

Progress Status: Not Achieved

**DEGREE PROGRAM ELIGIBILITY STATUS: QUANTITATIVE WAIVER**  
**INSTITUTION SHOWED PROGRESS IN: 2 of 4 OBJECTIVES**  
**Based on Academic Year 2001-2002**

**INSTITUTION: Cumberland Valley Technical College**  
**Degree Program Eligibility Status for Calendar Year 2003**

1. Kentucky Resident African-American Undergraduate Enrollments

	Base Year	F00	F01	Objective
African-American	2	9	20	----
% of Total	1.0%	2.0%	2.7%	1.6%

Progress Status: Achieved  
System Enrollment of First-Time Freshmen: 9.4%  
Campus Diversity Factor: ±0

2. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	Base Year	00-01	01-02	Objective
African-American	0	0	0	---
Total (AA+W)	6	4	4	---
% African-American	0.0%	0.0%	0.0%	5.0%

Progress Status: Not Achieved

3. Employment of African-Americans as Faculty

	Base Year	00-01	01-02	Objective
African-American	0	0	0	---
Total (AA+W)	41	42	38	---
% African-American	0.0%	0.0%	0.0%	3.0%

Progress Status: Not Achieved

4. Employment of African-Americans as Other Professionals

	Base Year	00-01	01-02	Objective
African-American	0	0	0	---
Total (AA+W)	8	8	6	---
% African-American	0.0%	0.0%	0.0%	3.0%

Progress Status: Not Achieved

**DEGREE PROGRAM ELIGIBILITY STATUS: QUALITATIVE WAIVER**  
**INSTITUTION SHOWED PROGRESS IN: 1 of 4 OBJECTIVES**  
**Based on Academic Year 2000-2001**



**INSTITUTION: Elizabethtown Technical College**  
**Degree Program Eligibility Status for Calendar Year 2003**

1. Kentucky Resident African-American Undergraduate Enrollments

	Base Year	F00	F01	Objective
African-American	20	28	38	----
% of Total	4.4%	4.8%	3.6%	8.4%

Progress Status: Achieved  
System Enrollment of First-Time Freshmen: 9.4%  
Campus Diversity Factor: ±0

2. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	Base Year	00-01	01-02	Objective
African-American	0	0	0	---
Total (AA+W)	4	3	3	---
% African-American	0.0%	0.0%	0.0%	5.0%

Progress Status: Not Achieved

3. Employment of African-Americans as Faculty

	Base Year	00-01	01-02	Objective
African-American	1	1	1	---
Total (AA+W)	37	40	40	---
% African-American	2.7%	2.5%	2.5%	3.0%

Progress Status: Not Achieved

4. Employment of African-Americans as Other Professionals

	Base Year	00-01	01-02	Objective
African-American	0	0	0	---
Total (AA+W)	7	8	9	---
% African-American	0.0%	0.0%	0.0%	6.0%

Progress Status: Not Achieved

**DEGREE PROGRAM ELIGIBILITY STATUS: QUALITATIVE WAIVER**  
**INSTITUTION SHOWED PROGRESS IN: 1 of 4 OBJECTIVES**  
**Based on Academic Year 2001-2002**

**INSTITUTION: Hazard Technical College**  
**Degree Program Eligibility Status for Calendar Year 2003**

**1. Kentucky Resident African-American Undergraduate Enrollments**

	Base Year	F00	F01	Objective
African-American	2	3	8	----
% of Total	0.5%	0.5%	0.6%	3.1

Progress Status: Achieved  
System Enrollment of First-Time Freshmen: 9.4%  
Campus Diversity Factor: ±0

**2. Employment of African-Americans in Executive, Administrative, and Managerial Positions**

	Base Year	00-01	01-02	Objective
African-American	0	0	0	---
Total (AA+W)	3	1	1	---
% African-American	0.0%	0.0%	0.0%	5.0%

Progress Status: Not Achieved

**3. Employment of African-Americans as Faculty**

	Base Year	00-01	01-02	Objective
African-American	0	0	0	---
Total (AA+W)	25	24	31	---
% African-American	0.0%	0.0%	0.0%	3.0%

Progress Status: Not Achieved

**4. Employment of African-Americans as Other Professionals**

	Base Year	00-01	01-02	Objective
African-American	0	0	0	---
Total (AA+W)	9	7	9	---
% African-American	0.0%	0.0%	0.0%	1.0%

Progress Status: Not Achieved

**DEGREE PROGRAM ELIGIBILITY STATUS: QUALITATIVE WAIVER**  
**INSTITUTION SHOWED PROGRESS IN: 1 of 4 OBJECTIVES**  
**Based on Academic Year 2001-2002**

**INSTITUTION: Jefferson Technical College**  
**Degree Program Eligibility Status for Calendar Year 2002**

1. Kentucky Resident African-American Undergraduate Enrollments

	Base Year	F00	F01	Objective
African-American	201	200	326	----
% of Total	17.6%	28.8%	16.9%	19.0%

Progress Status: Achieved  
System Enrollment of First-Time Freshmen: 9.4%  
Campus Diversity Factor: ±1

2. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	Base Year	00-01	01-02	Objective
African-American	0	0	0	---
Total (AA+W)	4	2	5	---
% African-American	0.0%	0.0%	0.0%	5.0%

Progress Status: Not Achieved

3. Employment of African-Americans as Faculty

	Base Year	00-01	01-02	Objective
African-American	2	5	6	---
Total (AA+W)	42	43	83	---
% African-American	4.8%	11.6%	7.2%	4.0%

Progress Status: Achieved

4. Employment of African-Americans as Other Professionals

	Base Year	00-01	01-02	Objective
African-American	0	1	0	---
Total (AA+W)	10	14	16	---
% African-American	0.0%	7.1%	0.0%	6.0%

Progress Status: Not Achieved

**DEGREE PROGRAM ELIGIBILITY STATUS: QUANTITATIVE WAIVER**  
**INSTITUTION SHOWED PROGRESS IN: 2 of 4 OBJECTIVES**  
**Based on Academic Year 2001-2002**

**INSTITUTION: Laurel Technical College**  
**Degree Program Eligibility Status for Calendar Year 2003**

1. Kentucky Resident African-American Undergraduate Enrollments

	Base Year	F00	F01	Objective
African-American	0	1	3	----
% of Total	0.0%	0.2%	0.4%	0.8%

Progress Status: Achieved  
System Enrollment of First-Time Freshmen: 9.4%  
Campus Diversity Factor: ±0

2. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	Base Year	00-01	01-02	Objective
African-American	0	0	0	---
Total (AA+W)	3	2	3	---
% African-American	0.0%	0.0%	0.0%	5.0%

Progress Status: Not Achieved

3. Employment of African-Americans as Faculty

	Base Year	00-01	01-02	Objective
African-American	0	0	0	---
Total (AA+W)	23	20	22	---
% African-American	0.0%	0.0%	0.0%	3.0%

Progress Status: Not Achieved

4. Employment of African-Americans as Other Professionals

	Base Year	00-01	01-02	Objective
African-American	0	0	0	---
Total (AA+W)	4	7	7	---
% African-American	0.0%	0.0%	0.0%	3.0%

Progress Status: Not Achieved

**DEGREE PROGRAM ELIGIBILITY STATUS: QUALITATIVE WAIVER**  
**INSTITUTION SHOWED PROGRESS IN: 1 of 4 OBJECTIVES**  
**Based on Academic Year 2001-2002**

**INSTITUTION: Madisonville Technical College**  
**Degree Program Eligibility Status for Calendar Year 2003**

1. Kentucky Resident African-American Undergraduate Enrollments

	Base Year	F00	F01	Objective
African-American	35	43	59	----
% of Total	6.9%	8.7%	6.3%	7.9%

Progress Status: Achieved  
System Enrollment of First-Time Freshmen: 9.4%  
Campus Diversity Factor: ±0

2. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	Base Year	00-01	01-02	Objective
African-American	0	0	0	---
Total (AA+W)	2	3	3	---
% African-American	0.0%	0.0%	0.0%	5.0%

Progress Status: Not Achieved

3. Employment of African-Americans as Faculty

	Base Year	00-01	01-02	Objective
African-American	0	0	0	---
Total (AA+W)	30	33	42	---
% African-American	0.0%	0.0%	0.0%	3.0%

Progress Status: Not Achieved

4. Employment of African-Americans as Other Professionals

	Base Year	00-01	01-02	Objective
African-American	1	2	2	---
Total (AA+W)	9	8	10	---
% African-American	11.1%	25.0%	20.0%	4.0%

Progress Status: Achieved

**DEGREE PROGRAM ELIGIBILITY STATUS: QUANTITATIVE WAIVER**  
**INSTITUTION SHOWED PROGRESS IN: 2 of 4 OBJECTIVES**  
**Based on Academic Year 2001-2002**

**INSTITUTION: Mayo Technical College**  
**Degree Program Eligibility Status for Calendar Year 2003**

1. Kentucky Resident African-American Undergraduate Enrollments

	Base Year	F00	F01	Objective
African-American	0	2	3	----
% of Total	0.0%	0.2%	0.3%	0.2%

Progress Status: Achieved  
System Enrollment of First-Time Freshmen: 9.4%  
Campus Diversity Factor: ±3

2. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	Base Year	00-01	01-02	Objective
African-American	0	0	0	---
Total (AA+W)	4	1	2	---
% African-American	0.0%	0.0%	0.0%	5.0%

Progress Status: Not Achieved

3. Employment of African-Americans as Faculty

	Base Year	00-01	01-02	Objective
African-American	0	0	0	---
Total (AA+W)	44	42	42	---
% African-American	0.0%	0.0%	0.0%	3.0%

Progress Status: Not Achieved

4. Employment of African-Americans as Other Professionals

	Base Year	00-01	01-02	Objective
African-American	0	0	0	---
Total (AA+W)	6	12	14	---
% African-American	0.0%	0.0%	0.0%	0.1%

Progress Status: Not Achieved

**DEGREE PROGRAM ELIGIBILITY STATUS: QUALITATIVE WAIVER**  
**INSTITUTION SHOWED PROGRESS IN: 1 of 4 OBJECTIVES**  
**Based on Academic Year 2001-2002**

**INSTITUTION: Northern Kentucky Technical College**  
**Degree Program Eligibility Status for Calendar Year 2003**

1. Kentucky Resident African-American Undergraduate Enrollments

	Base Year	F00	F01	Objective
African-American	15	22	60	----
% of Total	2.5%	2.6%	3.5%	2.5%

Progress Status: Achieved  
System Enrollment of First-Time Freshmen: 9.4%  
Campus Diversity Factor: ±1

2. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	Base Year	00-01	01-02	Objective
African-American	0	0	0	---
Total (AA+W)	5	4	6	---
% African-American	0.0%	0.0%	0.0%	5.0%

Progress Status: Not Achieved

3. Employment of African-Americans as Faculty

	Base Year	00-01	01-02	Objective
African-American	0	1	3	---
Total (AA+W)	64	53	58	---
% African-American	0.0%	1.9%	5.2%	3.0%

Progress Status: Achieved

4. Employment of African-Americans as Other Professionals

	Base Year	00-01	01-02	Objective
African-American	0	0	1	---
Total (AA+W)	9	13	18	---
% African-American	0.0%	0.0%	5.6%	3.0%

Progress Status: Achieved

**DEGREE PROGRAM ELIGIBILITY STATUS: AUTOMATIC**  
**INSTITUTION SHOWED PROGRESS IN: 3 of 4 OBJECTIVES**  
**WAIVER GRANTED TO THIS INSTITUTION IN: CALENDAR YEAR 2001**  
**Based on Academic Year 2001-2002**

**INSTITUTION: Owensboro Technical College**  
**Degree Program Eligibility Status for Calendar Year 2003**

1. Kentucky Resident African-American Undergraduate Enrollments

	Base Year	F00	F01	Objective
African-American	21	18	15	----
% of Total	3.1%	1.9%	1.2%	3.1%

Progress Status: Not Achieved  
System Enrollment of First-Time Freshmen: 9.4%  
Campus Diversity Factor: +0

2. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	Base Year	00-01	01-02	Objective
African-American	0	0	0	---
Total (AA+W)	4	2	1	---
% African-American	0.0%	0.0%	0.0%	5.0%

Progress Status: Not Achieved

3. Employment of African-Americans as Faculty

	Base Year	00-01	01-02	Objective
African-American	0	0	0	---
Total (AA+W)	32	31	30	---
% African-American	0.0%	0.0%	0.0%	3.0%

Progress Status: Not Achieved

4. Employment of African-Americans as Other Professionals

	Base Year	00-01	01-02	Objective
African-American	0	0	0	---
Total (AA+W)	6	10	15	---
% African-American	0.0%	0.0%	0.0%	1.0%

Progress Status: Not Achieved

**DEGREE PROGRAM ELIGIBILITY STATUS: QUALITATIVE WAIVER**  
**INSTITUTION SHOWED PROGRESS IN: 0 of 4 OBJECTIVES**  
**Based on Academic Year 2001-2002**



**INSTITUTION: Rowan Technical College**  
**Degree Program Eligibility Status for Calendar Year 2003**

1. Kentucky Resident African-American Undergraduate Enrollments

	Base Year	F00	F01	Objective
African-American	2	49	12	----
% of Total	1.2	8.7%	1.6	1.9%

Progress Status: Not Achieved  
System Enrollment of First-Time Freshmen: 9.4%  
Campus Diversity Factor: ±0

2. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	Base Year	00-01	01-02	Objective
African-American	0	0	0	---
Total (AA+W)	1	4	5	---
% African-American	0.0%	0.0%	0.0%	5.0%

Progress Status: Not Achieved

3. Employment of African-Americans as Faculty

	Base Year	00-01	01-02	Objective
African-American	0	0	0	---
Total (AA+W)	27	24	30	---
% African-American	0.0%	0.0%	0.0%	3.0%

Progress Status: Not Achieved

4. Employment of African-Americans as Other Professionals

	Base Year	00-01	01-02	Objective
African-American	0	0	0	---
Total (AA+W)	7	5	3	---
% African-American	0.0%	0.0%	0.0%	3.5%

Progress Status: Not Achieved

**DEGREE PROGRAM ELIGIBILITY STATUS: QUALITATIVE WAIVER**  
**INSTITUTION SHOWED PROGRESS IN: 0 of 4 OBJECTIVES**  
**Based on Academic Year 2001-2002**

**INSTITUTION: Somerset Technical College**  
**Degree Program Eligibility Status for Calendar Year 2003**

1. Kentucky Resident African-American Undergraduate Enrollments

	Base Year	F00	F01	Objective
African-American	3	7	12	----
% of Total	0.8%	1.1%	1.3%	1.8%

Progress Status: Achieved  
System Enrollment of First-Time Freshmen: 9.4%  
Campus Diversity Factor: ±0

2. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	Base Year	00-01	01-02	Objective
African-American	0	0	0	---
Total (AA+W)	2	2	2	---
% African-American	0.0%	0.0%	0.0%	5.0%

Progress Status: Not Achieved

3. Employment of African-Americans as Faculty

	Base Year	00-01	01-02	Objective
African-American	0	0	0	---
Total (AA+W)	31	29	34	---
% African-American	0.0%	0.0%	0.0%	3.0%

Progress Status: Not Achieved

4. Employment of African-Americans as Other Professionals

	Base Year	00-01	01-02	Objective
African-American	0	0	0	---
Total (AA+W)	7	7	10	---
% African-American	0.0%	0.0%	0.0%	5.0%

Progress Status: Not Achieved

**DEGREE PROGRAM ELIGIBILITY STATUS: QUALITATIVE WAIVER**  
**INSTITUTION SHOWED PROGRESS IN: 1 of 4 OBJECTIVES**  
**Based on Academic Year 2001-2002**

**INSTITUTION: West Kentucky Technical College**  
**Degree Program Eligibility Status for Calendar Year 2003**

1. Kentucky Resident African-American Undergraduate Enrollments

	Base Year	F00	F01	Objective
African-American	55	156	208	----
% of Total	8.1%	13.0%	11.1	7.6%

Progress Status: Achieved  
System Enrollment of First-Time Freshmen: 9.4%  
Campus Diversity Factor: ±1

2. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	Base Year	00-01	01-02	Objective
African-American	1	0	0	---
Total (AA+W)	7	2	3	---
% African-American	14.3%	0.0%	0.0%	5.0

Progress Status: Not Achieved

3. Employment of African-Americans as Faculty

	Base Year	00-01	01-02	Objective
African-American	5	4	3	---
Total (AA+W)	52	53	64	---
% African-American	9.6%	7.5%	4.7%	3.0%

Progress Status: Achieved

4. Employment of African-Americans as Other Professionals

	Base Year	00-01	01-02	Objective
African-American	0	0	0	---
Total (AA+W)	8	12	13	---
% African-American	0.0%	0.0%	0.0%	5.0%

Progress Status: Not Achieved

**DEGREE PROGRAM ELIGIBILITY STATUS: QUANTITATIVE WAIVER**  
**INSTITUTION SHOWED PROGRESS IN: 2 of 4 OBJECTIVES**  
**Based on Academic Year 2001-2002**

## **UK-Lexington Community College**

**INSTITUTION: University of Kentucky - Lexington Community College**  
**Degree Program Eligibility Status for Calendar Year 2003**

**1. Kentucky Resident African-American Undergraduate Enrollments**

	F98	F99	F00	F01	Objective
African-American	481	575	712	806	----
% of Total	9.0%	9.8%	11.1%	11.4%	7.9%

Continuous Progress Status: Achieved  
System Enrollment of First-Time Freshmen: 9.4%  
Campus Diversity Factor: +3

**2. Employment of African-Americans in Executive, Administrative, and Managerial Positions**

	98-99	99-00	00-01	01-02	Objective
African-American	1	0	0	0	---
Total (AA+W)	5	7	9	9	---
% African-American	20.0%	0.0%	0.0%	0.0%	5.0%

Continuous Progress Status: Not Achieved

**3. Employment of African-Americans as Faculty**

	98-99	99-00	00-01	01-02	Objective
African-American	9	14	14	14	---
Total (AA+W)	124	147	157	151	---
% African-American	7.3%	9.5%	8.9%	9.3%	3.0%

Continuous Progress Status: Achieved

**4. Employment of African-Americans as Other Professionals**

	98-99	99-00	00-01	01-02	Objective
African-American	7	9	11	11	---
Total (AA+W)	31	36	46	47	---
% African-American	22.6%	25.0%	23.9%	23.4%	4.5%

Continuous Progress Status: Achieved

**DEGREE PROGRAM ELIGIBILITY STATUS: AUTOMATIC**  
**INSTITUTION SHOWED CONTINUOUS PROGRESS IN: 3 of 4 OBJECTIVES**  
**Based on Academic Year 2001-2002**

## Universities

**INSTITUTION: Eastern Kentucky University**  
Degree Program Eligibility Status for Calendar Year 2003

1. Kentucky Resident African-American Undergraduate Enrollments

	F98	F99	F00	F01	Objective
African-American	491	541	510	542	----
% of Total	4.0%	4.5%	4.3%	4.8%	4.5%

Continuous Progress Status: Achieved  
System Enrollment of First-Time Freshmen: 9.4%  
Campus Diversity Factor: +10

2. Retention of First-Year Kentucky Resident Students

	F98/F99	F99/F00	F00/F01	F01/F02	Objective
African-American	67 of 121 55.4%	57 of 101 56.4%	58 of 87 66.7%	51 of 80 63.8 %	57.1%
White	1,208 of 1,995 60.6%	1,232 of 1,935 63.7%	1,150 of 1,805 63.7%	1,067 of 1,688 63.2 %	57.1%

Continuous Progress Status: Achieved

3. Retention of all Kentucky Resident Undergraduate Students

	F98/F99	F99/F00	F00/F01	F01/F02	Objective
African-American	299 of 491 60.9%	300 of 468 64.1%	323 of 478 67.6%	318 of 461 69.0%	70.6%
White	8,160 of 11,613 70.3%	7,806 of 10,777 72.4%	7,965 of 10,649 74.8%	7,221 of 9,707 74.3%	70.6%

Continuous Progress Status: Not Achieved

4. Six-Year Graduation Rate for Degree-Seeking Kentucky Residents – Fall 1996 Cohort

	98-99	99-00	00-01	01-02	Objective
African-American	14 of 121 11.6%	13 of 100 13.0%	13 of 67 19.4%	11 of 74 14.9%	-- 32.8%
White	535 of 1,535 34.9%	540 of 1,604 33.7%	723 of 1,724 41.9%	575 of 1,531 37.6%	32.8%

Continuous Progress Status: Not Achieved

**Eastern Kentucky University – Degree Program Eligibility Status for Calendar Year 2003**  
**Page 2**

5. Kentucky Resident Graduate Student Enrollments

	F98	F99	F00	F01	Objective
African-American	37	40	44	34	---
Total (AA+W)	1,771	1,753	1,606	1,684	---
% African-American	2.1%	2.3%	2.7%	2.0%	3.4%

Continuous Progress Status: Not Achieved

6. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	98-99	99-00	00-01	01-02	Objective
African-American	10	10	10	7	---
Total (AA+W)	139	137	127	130	---
% African-American	7.2%	7.3%	7.9%	5.4%	5.0%

Continuous Progress Status: Achieved

7. Employment of African-Americans as Faculty

	98-99	99-00	00-01	01-02	Objective
African-American	30	34	27	16	---
Total (AA+W)	626	662	624	608	---
% African-American	4.8%	5.1%	4.3%	2.6%	4.0%

Continuous Progress Status: Not Achieved

8. Employment of African-Americans as Other Professionals

	98-99	99-00	00-01	01-02	Objective
African-American	20	20	22	36	---
Total (AA+W)	320	378	442	458	---
% African-American	6.3%	5.3%	5.0%	7.9%	5.0%

Continuous Progress Status: Achieved

**DEGREE PROGRAM ELIGIBILITY STATUS: QUALITATIVE WAIVER**  
**INSTITUTION SHOWED CONTINUOUS PROGRESS IN: 4 of 8 OBJECTIVES**  
**Based on Academic Year 2001-2002**



**INSTITUTION: Kentucky State University**  
Degree Program Eligibility Status for Calendar Year 2003

1. Kentucky Resident African-American Undergraduate Enrollments

	F98	F99	F00	F01	Objective
African-American	704	770	657	700	----
% of Total	45.0%	49.0%	47.5%	51.4%	37.6%

Continuous Progress Status: Achieved  
System Enrollment of First-Time Freshmen: 9.4%  
Campus Diversity Factor: +28

2. Retention of First-Year Kentucky Resident Students

	F98/F99	F99/F00	F00/F01	F01/F02	Objective
African-American	106 of 151 70.2%	82 of 149 55.0%	66 of 94 70.2%	67 of 131 51.1%	52.2%
White	50 of 94 53.2%	36 of 72 50%	43 of 66 65.2%	36 of 66 54.5%	52.2%

Continuous Progress Status: Achieved

3. Retention of all Kentucky Resident Undergraduate Students

	F98/F99	F99/F00	F00/F01	F01/F02	Objective
African-American	498 of 704 70.7%	470 of 743 63.3%	455 of 602 75.6%	445 of 668 66.6%	66.1%
White	562 of 859 65.4%	414 of 622 66.6%	376 of 527 71.3%	376 of 523 71.9%	66.1%

Continuous Progress Status: Achieved

4. Six-Year Graduation Rate for Degree-Seeking Kentucky Residents – Fall 1996 Cohort

	98-99	99-00	00-01	01-02	Objective
African-American	10 of 42 23.8%	20 of 56 35.7%	43 of 117 36.8%	47 of 150 31.3%	25.4%
White	12 of 41 29.3%	14 of 49 28.6%	17 of 52 32.7%	17 of 54 31.5%	25.4%

Continuous Progress Status: Achieved

**Kentucky State University – Degree Program Eligibility Status for Calendar Year 2003**  
**Page 2**

5. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	98-99	99-00	00-01	01-02	Objective
African-American	28	31	29	41	---
Total (AA+W)	38	42	38	53	---
% African-American	73.7%	73.8%	76.3%	77.4%	62.9%

Continuous Progress Status: Achieved

6. Employment of African-Americans as Faculty

	98-99	99-00	00-01	01-02	Objective
African-American	44	35	36	64	---
Total (AA+W)	114	101	96	134	---
% African-American	38.6%	34.7%	37.5%	47.8%	40%

Continuous Progress Status: Achieved

7. Employment of African-Americans as Other Professionals

	98-99	99-00	00-01	01-02	Objective
African-American	63	61	55	72	---
Total (AA+W)	107	107	104	123	---
% African-American	57.9%	57.0%	52.9%	58.5%	53%

Continuous Progress Status: Achieved

**DEGREE PROGRAM ELIGIBILITY STATUS: AUTOMATIC**  
**INSTITUTION SHOWED CONTINUOUS PROGRESS IN: 7 of 7 OBJECTIVES**  
**Based on Academic Year 2001-2002**

**INSTITUTION: Morehead State University**  
Degree Program Eligibility Status for Calendar Year 2003

1. Kentucky Resident African-American Undergraduate Enrollments

	F98	F99	F00	F01	Objective
African-American	233	222	187	212	----
% of Total	4.0%	3.8%	3.3%	3.5%	1.7%

Continuous Progress Status: Achieved  
System Enrollment of First-Time Freshmen: 9.4%  
Campus Diversity Factor: ±13

2. Retention of First-Year Kentucky Resident Students

	F98/F99	F99/F00	F00/F01	F01/02	Objective
African-American	41 of 68 60.3%	24 of 45 53.3%	20 of 28 71.4%	32 of 46 69.6%	71.1%
White	668 of 1,106 60.4%	698 of 1,113 62.7%	744 of 1,092 68.1%	812 of 1,209 67.2%	71.1%

Continuous Progress Status: Achieved

3. Retention of all Kentucky Resident Undergraduate Students

	F98/F99	F99/F00	F00/F01	F01/02	Objective
African-American	156 of 229 68.1%	139 of 206 67.5%	151 of 182 83.0%	144 of 207 69.6%	74.3%
White	4,049 of 5,569 72.7%	3,894 of 5,325 73.1%	4,033 of 5,244 76.9%	4,251 of 5,557 76.5%	74.3%

Continuous Progress Status: Not Achieved

4. Six-Year Graduation Rate for Degree-Seeking Kentucky Residents – Fall 1996 Cohort

	98-99	99-00	00-01	01-02	Objective
African-American	8 of 14 57.1%	8 of 24 33.3%	9 of 20 45.0%	11 of 34 32.4%	40.3%
White	302 of 629 48.0%	255 of 590 43.2%	362 of 744 48.7%	412 of 877 47.0%	40.3%

Continuous Progress Status: Achieved

**Morehead State University – Degree Program Eligibility Status for Calendar Year 2003**  
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5. Kentucky Resident Graduate Student Enrollments

	F98	F99	00-01	01-02	Objective
African-American	17	13	8	12	---
Total (AA+W)	1,389	1,410	1,382	1,529	---
% African-American	1.2%	0.9%	0.6%	0.8%	1.3%

Continuous Progress Status: Achieved

6. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	98-99	99-00	00-01	01-02	Objective
African-American	3	2	2	2	---
Total (AA+W)	48	51	47	49	---
% African-American	6.3%	3.9%	4.3%	4.1%	3.9%

Continuous Progress Status: Achieved

7. Employment of African-Americans as Faculty

	98-99	99-00	00-01	01-02	Objective
African-American	11	9	10	11	---
Total (AA+W)	309	307	309	325	---
% African-American	3.6%	2.9%	3.2%	3.4%	3.5%

Continuous Progress Status: Achieved

8. Employment of African-Americans as Other Professionals

	98-99	99-00	00-01	01-02	Objective
African-American	11	11	9	10	---
Total (AA+W)	257	267	272	304	---
% African-American	4.3%	4.1%	3.3%	3.3%	3.8%

Continuous Progress Status: Achieved

**DEGREE PROGRAM ELIGIBILITY STATUS: AUTOMATIC**  
**INSTITUTION SHOWED CONTINUOUS PROGRESS IN: 7 of 8 OBJECTIVES**  
**Based on Academic Year 2001-2002**

**INSTITUTION: Murray State University**  
Degree Program Eligibility Status for Calendar Year 2003

1. Kentucky Resident African-American Undergraduate Enrollments

	F98	F99	F00	F01	Objective
African-American	326	307	332	326	----
% of Total	6.1%	5.9%	6.4%	6.0%	6.0%

Continuous Progress Status: Achieved  
System Enrollment of First-Time Freshmen: 9.4%  
Campus Diversity Factor: +22

2. Retention of First-Year Kentucky Resident Students

	F98/F99	F99/F00	F00/F01	F01/02	Objective
African-American	42 of 73 57.5%	38 of 60 63.3%	40 of 64 62.5%	29 of 40 72.5%	65.8%
White	576 of 824 69.9%	513 of 720 71.3%	554 of 764 72.5%	615 of 893 68.9%	65.8%

Continuous Progress Status: Achieved

3. Retention of all Kentucky Resident Undergraduate Students

	F98/F99	F99/F00	F00/F01	F01/02	Objective
African-American	216 of 316 68.4%	238 of 310 79.1%	248 of 322 77.0%	233 of 315 74.0%	77.8%
White	3,915 of 4,848 80.7%	3,813 of 4,706 81.0%	3,789 of 4,631 81.8%	3,957 of 4,817 82.1%	77.8%

Continuous Progress Status: Not Achieved

4. Six-Year Graduation Rate for Degree-Seeking Kentucky Residents – Fall 1996 Cohort

	98-99	99-00	00-01	01-02	Objective
African-American	15 of 53 28.3%	13 of 33 39.4%	19 of 28 67.9%	21 of 44 47.7%	48.7%
White	303 of 670 45.2%	290 of 569 51.0%	449 of 773 58.1%	540 of 904 59.7%	48.7%

Continuous Progress Status: Achieved

**Murray State University – Degree Program Eligibility Status for Calendar Year 2003**  
**Page 2**

5. Kentucky Resident Graduate Student Enrollments

	F98	F99	F00	F01	Objective
African-American	62	72	55	60	---
Total (AA+W)	1,228	1,264	1,238	1,297	---
% African-American	5.0%	5.7%	4.4%	4.6%	4.7%

Continuous Progress Status: Achieved

6. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	98-99	99-00	00-01	01-02	Objective
African-American	5	6	7	6	---
Total (AA+W)	51	52	52	54	---
% African-American	9.8%	11.5%	13.5%	11.1%	6.0%

Continuous Progress Status: Achieved

7. Employment of African-Americans as Faculty

	98-99	99-00	00-01	01-02	Objective
African-American	17	13	11	10	---
Total (AA+W)	357	383	381	376	---
% African-American	4.8%	3.4%	2.9%	2.7%	5.0%

Continuous Progress Status: Not Achieved

8. Employment of African-Americans as Other Professionals

	98-99	99-00	00-01	01-02	Objective
African-American	15	14	11	13	---
Total (AA+W)	210	215	219	222	---
% African-American	7.1%	6.5%	5.0%	5.9%	6.0%

Continuous Progress Status: Achieved

**DEGREE PROGRAM ELIGIBILITY STATUS: AUTOMATIC**  
**INSTITUTION SHOWED CONTINUOUS PROGRESS IN: 6 of 8 OBJECTIVES**  
**WAIVER GRANTED TO THIS INSTITUTION IN: CALANDAR YEAR 2001**  
**Based on Academic Year 2001-2002**

**INSTITUTION: Northern Kentucky University**  
Degree Program Eligibility Status for Calendar Year 2003

1. Kentucky Resident African-American Undergraduate Enrollments

	F98	F99	F00	F01	Objective
African-American	201	223	238	316	----
% of Total	2.5%	2.8%	2.9%	3.8%	1.5%

Continuous Progress Status: Achieved  
System Enrollment of First-Time Freshmen: 9.4%  
Campus Diversity Factor: +31

2. Retention of First-Year Kentucky Resident Students

	F98/F99	F99/F00	F00/F01	F01/F02	Objective
African-American	28 of 47 59.6%	32 of 54 59.3%	35 of 59 59.3%	49 of 71 69.0%	61.7%
White	838 of 1,328 63.10%	939 of 1,442 65.1%	909 of 1,383 65.7%	961 of 1,400 68.6%	61.7%

Continuous Progress Status: Achieved

3. Retention of all Kentucky Resident Undergraduate Students

	F98/F99	F99/F00	F00/F01	F01/F02	Objective
African-American	124 of 195 63.6%	131 of 205 63.9%	164 of 225 72.9%	202 of 288 70.1%	68.3%
White	5,368 of 7,470 71.9%	5,354 of 7,228 74.1%	5,531 of 7,352 75.2%	5,734 of 7,512 76.3%	68.3%

Continuous Progress Status: Achieved

4. Six-Year Graduation Rate for Degree-Seeking Kentucky Residents – Fall 1995 Cohort

	98-99	99-00	00-01	01-02	Objective
African-American	1 of 15 6.7%	3 of 8 37.5%	3 of 10 30.0%	7 of 11 63.6%	30.3%
White	259 of 733 35.3%	230 of 569 40.4%	309 of 717 43.1%	294 of 721 40.8%	30.3%

Continuous Progress Status: Achieved

**Northern Kentucky University – Degree Program Eligibility Status for Calendar Year 2003**  
**Page 2**

5. Kentucky Resident Graduate Student Enrollments

	F98	F99	F00	F01	Objective
African-American	5	5	7	13	---
Total (AA+W)	586	590	643	634	---
% African-American	0.9%	0.8%	1.1%	2.1%	1.0%

Continuous Progress Status: Achieved

6. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	98-99	99-00	00-01	01-02	Objective
African-American	4	4	4	4	---
Total (AA+W)	58	58	60	63	---
% African-American	6.9%	6.9%	6.7%	6.3%	5.8%

Continuous Progress Status: Achieved

7. Employment of African-Americans as Faculty

	98-99	99-00	00-01	01-02	Objective
African-American	17	19	19	22	---
Total (AA+W)	368	396	420	456	---
% African-American	4.6%	4.8%	4.5%	4.8%	4.6%

Continuous Progress Status: Achieved

8. Employment of African-Americans as Other Professionals

	98-99	99-00	00-01	01-02	Objective
African-American	12	14	16	21	---
Total (AA+W)	213	243	246	283	---
% African-American	5.6%	5.8%	6.5%	7.4%	4.8%

Continuous Progress Status: Achieved

**DEGREE PROGRAM ELIGIBILITY STATUS: AUTOMATIC**  
**INSTITUTION SHOWED CONTINUOUS PROGRESS IN: 8 of 8 OBJECTIVES**  
**Based on Academic Year 2001-2002**



**INSTITUTION: University of Kentucky**  
Degree Program Eligibility Status for Calendar Year 2003

1. Kentucky Resident African-American Undergraduate Enrollments

	F98	F99	F00	F01	Objective
African-American	879	850	891	832	----
% of Total	6.3%	6.1%	6.4%	5.9%	7.0%

Continuous Progress Status: Not Achieved  
System Enrollment First Time Freshmen: 9.4%  
Campus Diversity Factor: +57

2. Retention of First-Year Kentucky Resident Students

	F98/F99	F99/F00	F00/F01	F01/F02	Objective
African-American	133 of 166 80.1%	110 of 141 78.0%	134 of 171 78.4%	97 of 123 78.9%	77.6%
White	1,639 of 2,135 76.8%	1,700 of 2,107 80.7%	1,675 of 2,148 78.0%	1,884 of 2,371 79.5%	77.6%

Continuous Progress Status: Achieved

3. Retention of all Kentucky Resident Undergraduate Students

	F98/F99	F99/F00	F00/F01	F01/F02	Objective
African-American	658 of 876 75.1%	666 of 828 80.4%	695 of 864 80.4%	658 of 810 81.2%	78.9%
White	10,368 of 12,981 79.9%	10,638 of 12,696 83.8%	10,490 of 12,720 82.5%	11,018 of 12,973 84.9%	78.9%

Continuous Progress Status: Achieved

4. Six-Year Graduation Rate for Degree-Seeking Kentucky Residents – Fall 1995 Cohort

	98-99	99-00	00-01	01-02	Objective
African-American	61 of 160 38.1%	57 of 144 39.6%	67 of 169 39.6%	85 of 183 46.4%	57.5%
White	1,077 of 1,774 60.7%	1,143 of 1,803 63.4%	1,395 of 2,304 60.5%	1,466 of 2,329 62.9%	57.5%

Continuous Progress Status: Achieved

**University of Kentucky - Degree Program Eligibility Status for Calendar Year 2003**  
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5. Kentucky Resident Graduate Student Enrollments

	F98	F99	F00	F01	Objective
African-American	196	165	168	221	---
Total (AA+W)	3,064	2,784	2,832	3,203	---
% African-American	6.4%	5.9%	5.9%	6.9%	5.3%

Continuous Progress Status: Achieved

6. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	98-99	99-00	00-01	01-02	Objective
African-American	14	15	15	15	---
Total (AA+W)	375	385	395	383	---
% African-American	3.8%	3.9%	3.8%	3.9%	5.0%

Continuous Progress Status: Not Achieved

7. Employment of African-Americans as Faculty

	98-99	99-00	00-01	01-02	Objective
African-American	58	62	60	57	---
Total (AA+W)	1,669	1,740	1,728	1,677	---
% African-American	3.5%	3.6%	3.5%	3.4%	3.0%

Continuous Progress Status: Achieved

8. Employment of African-Americans as Other Professionals

	98-99	99-00	00-01	01-02	Objective
African-American	121	121	139	152	---
Total (AA+W)	3,415	3,526	3,651	3,745	---
% African-American	3.6%	3.4%	3.8%	4.1%	5.0%

Continuous Progress Status: Achieved

**DEGREE PROGRAM ELIGIBILITY STATUS: AUTOMATIC**  
**INSTITUTION SHOWED CONTINUOUS PROGRESS IN: 6 of 8 OBJECTIVES**  
**Based on Academic Year 2001-2002**

**INSTITUTION: University of Louisville**  
Degree Program Eligibility Status for Calendar Year 2003

1. Kentucky Resident African-American Undergraduate Enrollments

	F98	F99	F00	F01	Objective
African-American	1,674	1,719	1,714	1,708	----
% of Total	13.1%	13.6%	14.1%	14.3%	16.6%

Continuous Progress Status: Achieved  
System Enrollment First Time Freshmen: 9.4%  
Campus Diversity Factor: ±42

2. Retention of First-Year Kentucky Resident Students

	F98/F99	F99/00	F00/F01	F01/F02	Objective
African-American	177 of 243 72.8%	248 of 317 78.2%	233 of 317 73.5%	238 of 303 78.5%	72.6%
White	1,090 of 1,578 69.1%	1,198 of 1,696 70.6%	1,162 of 1,664 69.8%	1,245 of 1,671 74.5%	72.6%

Continuous Progress Status: Achieved

3. Retention of all Kentucky Resident Undergraduate Students

	F98/F99	F99/F00	F00/F01	F01/F02	Objective
African-American	1,078 of 1,621 66.5%	1,087 of 1,568 69.3%	1,089 of 1,572 69.3%	1,143 of 1,541 74.2%	72.3%
White	7,696 of 10,477 73.5%	7,254 of 9,797 74.0%	7,030 of 9,282 75.7%	7,255 of 9,195 78.9%	72.3%

Continuous Progress Status: Achieved

4. Six-Year Graduation Rate for Degree-Seeking Kentucky Residents – Fall 1996 Cohort

	98-99	99-00	00-01	01-02	Objective
African-American	55 of 258 21.3%	53 of 143 37.1%	54 of 156 34.6%	46 of 125 36.8%	34.1%
White	475 of 1,280 37.1%	430 of 988 43.5%	496 of 1,089 45.5%	508 of 1,153 44.1%	34.1%

Continuous Progress Status: Achieved

**University of Louisville – Degree Program Eligibility Status for Calendar Year 2002**  
**Page 2**

5. Kentucky Resident Graduate Student Enrollments

	F98	F99	F00	F01	Objective
African-American	279	293	266	227	---
Total (AA+W)	3,204	3,072	3,046	2,964	---
% African-American	8.7%	9.5%	8.7%	7.7%	8.6%

Continuous Progress Status: Not Achieved

6. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	98-99	99-00	00-01	01-02	Objective
African-American	18	19	23	30	---
Total (AA+W)	222	221	235	274	---
% African-American	8.1%	8.6%	9.8%	10.9%	8.0%

Continuous Progress Status: Achieved

7. Employment of African-Americans as Faculty

	98-99	99-00	00-01	01-02	Objective
African-American	56	57	63	62	---
Total (AA+W)	1,064	1,083	1,085	1,117	---
% African-American	5.3%	5.3%	5.8%	5.6%	7.0%

Continuous Progress Status: Not Achieved

8. Employment of African-Americans as Other Professionals

	98-99	99-00	00-01	01-02	Objective
African-American	87	88	95	92	---
Total (AA+W)	847	914	966	1,029	---
% African-American	10.3%	9.6%	9.8%	8.9%	10.4%

Continuous Progress Status: Not Achieved

**DEGREE PROGRAM ELIGIBILITY STATUS: QUANTITATIVE WAIVER**  
**INSTITUTION SHOWED CONTINUOUS PROGRESS IN: 5 of 8 OBJECTIVES**  
**Based on Academic Year 2001-2002**

**INSTITUTION: Western Kentucky University**  
Degree Program Eligibility Status for Calendar Year 2003

1. Kentucky Resident African-American Undergraduate Enrollments

	F98	F99	F00	F01	Objective
African-American	747	797	862	953	----
% of Total	7.0%	7.4%	7.8%	8.3%	7.0%

Continuous Progress Status: Achieved  
System Enrollment First Time Freshmen: 9.4%  
Campus Diversity Factor: ±78

2. Retention of First-Year Kentucky Resident Students

	F98/F99	F99/F00	F00/F01	F01/F02	Objective
African-American	128 of 197 65.0%	129 of 181 71.3%	152 of 222 68.5%	161 of 238 67.6%	65.9%
White	1,285 of 1,874 68.6%	1,336 of 1,929 69.3%	1,312 of 1,884 69.6%	1,407 of 1,950 72.2%	65.9%

Continuous Progress Status: Achieved

3. Retention of all Kentucky Resident Undergraduate Students

	F98/F99	F99/F00	F00/F01	F01/F02	Objective
African-American	549 of 734 74.8%	581 of 778 74.7%	624 of 843 74.0%	693 of 932 74.4%	74.5%
White	6,450 of 9,593 77.7%	7,412 of 9,512 77.9%	7,588 of 9,683 78.4%	8,119 of 10,038 80.9%	74.5%

Continuous Progress Status: Achieved

4. Six-Year Graduation Rate for Degree-Seeking Kentucky Residents – Fall 1996 Cohort

	98-99	99-00	00-01	01-02	Objective
African-American	27 of 90 30.0%	27 of 97 27.8%	71 of 178 39.9%	54 of 167 32.3%	44.1%
White	573 of 1,377 41.0%	677 of 1,435 47.2%	868 of 1,918 45.3%	807 of 1,741 46.4%	44.1%

Continuous Progress Status: Not Achieved

**Western Kentucky University – Degree Program Eligibility Status for Calendar Year 2003**  
**Page 2**

5. Kentucky Resident Graduate Student Enrollments

	F98	F99	F00	F01	Objective
African-American	58	71	80	80	---
Total (AA+W)	1,949	1,929	1,936	1,925	---
% African-American	3.0%	3.7%	4.1%	4.2%	5.2%

Continuous Progress Status: Not Achieved

6. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	98-99	99-00	00-01	01-02	Objective
African-American	4	5	6	7	---
Total (AA+W)	78	81	84	86	---
% African-American	5.1%	6.2%	7.1%	8.1%	5.0%

Continuous Progress Status: Achieved

7. Employment of African-Americans as Faculty

	98-99	99-00	00-01	01-02	Objective
African-American	24	28	32	32	---
Total (AA+W)	535	536	540	571	---
% African-American	4.5%	5.2%	5.9%	5.6%	3.8%

Continuous Progress Status: Achieved

8. Employment of African-Americans as Other Professionals

	98-99	99-00	00-01	01-02	Objective
African-American	30	38	37	35	---
Total (AA+W)	303	319	333	349	---
% African-American	9.9%	11.9%	11.1%	10.0%	5.6%

Continuous Progress Status: Achieved

**DEGREE PROGRAM ELIGIBILITY STATUS: AUTOMATIC**  
**INSTITUTION SHOWED CONTINUOUS PROGRESS IN: 6 of 8 OBJECTIVES**  
**Based on Academic Year 2001-2002**

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**Program Eligibility Waiver Process**  
**13 KAR 2:060**





## **Degree Program Approval Requirements for Requests for Waivers of SB 398**

A waiver request by an institution shall include a resolution submitted to the CPE approved by the institution's governing board and shall include either a quantitative or qualitative assessment, as appropriate, of the institution's efforts to achieve the institution's objectives as set forth in *The Kentucky Plan*.

### **Quantitative Waiver**

A university shall be eligible to receive a quantitative waiver if, the institution exhibits continuous progress in 5 of 8 objectives established in the Kentucky Plan. Kentucky State University shall be eligible to receive a quantitative waiver if, the institution exhibits continuous progress in 4 of 7 objectives established in the Kentucky Plan. A community or technical college shall be eligible to receive a quantitative waiver if, the institution exhibits continuous progress in two (2) of four (4) objectives established in the Kentucky Plan. To exercise this option the governing board need only submit to CPE a resolution indicating an intent to exercise its privilege to submit new program proposals under the quantitative waiver provisions of KRS 164.020(18) for (specific institution name) institution during the calendar year (specific year identified).

### **Qualitative Waiver**

**To exercise this option:** The institution's governing board must submit to CPE/CEO a resolution requesting approval to submit new program proposals under the qualitative waiver provisions of KRS 164.020(18) for (specific institution name) institution during the calendar year (specific year identified). A qualitative waiver may be approved if the institution can demonstrate:

- (a) Outstanding efforts that were attempted which have not yet proven to be successful or extraordinary circumstances that precluded success; and
- (b) How the institution's revised plans for recruitment and retention of African-American students or employees show promise of future success.

The written request for a qualitative waiver shall include specific and quantifiable aspects of the institution's efforts to meet equal opportunity objectives including:

- (a) Commitment of funds to equal opportunity related activities
- (b) Financial aid distribution
- (c) Student services activities
- (d) High school visitations and results
- (e) Academic support services
- (f) Number of interviews granted to African-American applicants for positions
- (g) Offers of employment made that are accepted or rejected
- (h) Utilization of funds to stimulate units to improve their employment data
- (i) Special actions for units within an institution where additional efforts are required and
- (j) An evaluation of long-range data trends for those objectives that fell below expectations

An institution that has received a quantitative or qualitative waiver shall submit a new academic program under the waiver provision in the calendar year for which the waiver is granted. An institution's request for a new academic program, advanced under the authority of an approved waiver, shall be considered at the next regularly scheduled meeting of the CPE after an institution has submitted a complete program proposal. If the CPE postpones or delays action on an academic program approval, it may extend the period of consideration of a new academic program.



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**Administrative Regulation 13 KAR 2:060  
And Description of the Evaluation Process**



**13 KAR 2:060. Degree program approval; equal opportunity goals.**

RELATES TO: KRS 164.001, 164.020

STATUTORY AUTHORITY: KRS 164.020(18)

NECESSITY, FUNCTION, AND CONFORMITY: Responsibility for the development of a system-wide equal opportunity plan is assigned to the Council on Postsecondary Education pursuant to KRS 164.020(18). The statute connects an institution's eligibility for new academic programs to its performance in implementing equal opportunity objectives. The Council on Postsecondary Education approves the offering of academic programs at each state-supported postsecondary education institution pursuant to KRS 164.020(14) but an institution's eligibility for new academic programs is limited by the requirement of KRS 164.020(18) that an institution meet its equal opportunity objectives. The statute does grant the Council on Postsecondary Education authority to grant a temporary waiver if an institution demonstrates progress in meeting equal opportunity objectives. This administrative regulation establishes the criteria used to determine an institution's compliance with equal opportunity objectives, and for the granting of a temporary waiver to a state-supported postsecondary education institution which has not met its objectives.

Section 1. Definitions. (1) "Continuous progress" means that an institution shows an increase in the number of students or employees over the previous year for a category.

(2) "Council" is defined by KRS 164.001(7).

(3) "Goal" or "objective" means a flexible target in enrollment, retention, graduation or employment developed by the Council on Postsecondary Education and the state-supported postsecondary education institutions and included in the Kentucky Plan.

(4) "Kentucky Plan" means the "Kentucky Plan for Equal Opportunities" which is a five (5) year plan developed by the Council on Postsecondary Education.

(5) "State-supported institution" means an institution within the postsecondary education system as defined by KRS 164.001(15).

Section 2. Scope. (1) The Council on Postsecondary Education shall maintain a Kentucky Plan for Equal Opportunities to assist in ensuring equal opportunity of access to higher education for all citizens of Kentucky. The Kentucky Plan establishes flexible objectives for each state-supported postsecondary education institution in broad categories of student

enrollment, retention, graduation and employment of African-Americans.

(2) Five (5) categories of African-American, resident students are included in the Kentucky Plan and in Section 3 of this administrative regulation with objectives established and measured for each category:

- (a) Undergraduate enrollment;
- (b) Retention of first-year undergraduate enrollment;
- (c) Retention of total undergraduate enrollment;
- (d) Award of baccalaureate degrees; and
- (e) Graduate enrollment.

(3) Seven (7) categories of African-American employment are included in the Kentucky Plan.

(a) Objectives are established and measured for three (3) of those categories in the Kentucky Plan and in Section 4 of this administrative regulation:

- 1. Executive, administrative and managerial;
- 2. Faculty; and
- 3. Professional nonfaculty.

(b) The four (4) categories of African-American employment included in the Kentucky Plan that are not measured are:

- 1. Secretarial/clerical;
- 2. Technical/paraprofessional;
- 3. Skilled crafts; and
- 4. Service/maintenance.

(4) The Kentucky Plan includes enhancement provisions for Kentucky State University including the following categories which shall be reported on by the university:

- (a) Identification by the university, subject to agreement by the council, of new and continuing academic programs which promote and build on the university's strength as a historically black institution;
- (b) Evidence of marketing or showcasing programs which are developed and implemented as part of paragraph (a) of this subsection;
- (c) Evidence of funding by the university of programs identified in paragraph (a) of this subsection including identification of private funding; and
- (d) Identification of quality assurance assessment activities for programs identified in paragraph (a) of this subsection.

(5) The council may substitute objectives contained in subsection (4) of this section for objectives contained in Sections 3 and 4 of this administrative regulation based on a plan submitted by Kentucky State University, reviewed by the Committee on Equal Opportunities, and approved by the council.

(6) The Council on Postsecondary Education shall evaluate institutional progress in implementing the flexible objectives established in the Kentucky Plan in order to determine:

- (a) An institution's automatic eligibility for a new academic program; or
- (b) An institution's eligibility for a waiver.

Section 3. Enrollment, Retention and Graduation Objectives. (1)(a) An institution's objective for the enrollment of undergraduate, Kentucky resident African-American students shall be the percentage of African-American high school graduates within the institution's market area.

(b) The market area shall be the geographic area of Kentucky contributing ninety (90) percent of the entering Kentucky resident undergraduate enrollment at an institution as measured by the base year of the Kentucky Plan.

(2)(a) Except as provided in paragraph (b) of this subsection, an institution's objective for retention of first-year undergraduate Kentucky resident African-American students shall be equal to the institution's retention rate for first-year undergraduate Kentucky resident white students as measured by the base year of the Kentucky Plan.

(b) The community colleges shall be exempt from the requirement established in paragraph (a) of this subsection.

(3)(a) Except as provided in paragraph (b) of this subsection, an institution's objective for the retention of total undergraduate Kentucky resident African-American undergraduate students shall be equal to the institution's retention rate for all Kentucky resident white undergraduate students as measured by the base year of the Kentucky Plan.

(b) The community colleges shall be exempt from the requirement established in paragraph (a) of this subsection.

(4)(a) Except as provided in paragraphs (b) and (c) of this subsection, an institution's objective for the awarding of baccalaureate degrees to Kentucky resident African-American students shall be equal to the institution's rate for awarding baccalaureate degrees to Kentucky resident white students.

(b) For Kentucky State University, the institution's objective shall be that the rate of award

of baccalaureate degrees to Kentucky resident white students be equal to that of Kentucky resident African-American students as measured by the base year of the Kentucky Plan.

(c) The community colleges shall be exempt from the requirements established in paragraphs (a) and (b) of this subsection.

(5)(a) Except as provided in paragraph (b) of this subsection, an institution's objective for the enrollment of Kentucky resident African-American graduate students shall be the same proportion as the institution's percentage of enrollment of Kentucky resident white graduate students expressed as a proportion of total resident white undergraduate degrees awarded.

(b) Kentucky State University and the community colleges shall be exempt from the requirement established in paragraph (a) of this subsection.

Section 4. Employment Objectives. (1) Pursuant to Section 2(3) of this administrative regulation, the Kentucky Plan provides for the measurement and evaluation of each of the three (3) following categories of employment:

- (a) Executive, administrative, and managerial;
- (b) Faculty; and
- (c) Professional nonfaculty.

(2) Employment objectives for an institution shall be based on an institution's plan developed in compliance with the U.S. Department of Labor or the U.S. Department of Education as appropriate for that institution.

Section 5. Evaluation of Annual Progress. (1) Progress toward achievement of an objective shall be measured annually for the purpose of determining an institution's eligibility to submit a request for a new academic program or for a waiver.

(2) An institution shall have met its annual plan implementation objective for undergraduate enrollment if the following conditions have been fulfilled:

(a) For Kentucky State University:

1. The university maintains the current level of Kentucky resident African-Americans as a percentage of total enrollment; and
2. The university increases the number of entering Kentucky resident freshmen with ACT scores at or above the statewide average.

(b) For all other institutions:

1. Enrollment of African-American students within the system of state-supported higher



education is .073 percent or greater excluding African-American students enrolled at Kentucky State University; and

2. An institution's enrollment of Kentucky resident African-American students is greater than the actual enrollment of African-American students in the prior year.

(3) An institution shall have met its annual plan implementation objectives for:

(a) Retention of first-year undergraduate students;

(b) Retention of total undergraduate students;

(c) Award of baccalaureate degrees;

(d) Enrollment of graduate students; and

(e) In employment of African-Americans by demonstrating continuous progress each year in each category or by meeting the plan objectives in each category. The council may, upon request by an institution, determine that an employment category has too few positions in order to evaluate continuous progress, and may indicate that the institution has met its annual implementation plan objectives for the year.

Section 6. Automatic Eligibility. (1) An institution shall be eligible for the consideration of a new academic program if:

(a) For Kentucky State University, the institution exhibits continuous progress:

1. In five (5) of seven (7) annual plan implementation objectives established in Sections 3 and 4 of this administrative regulation; or

2. As required by Section 2(4) of this administrative regulation, if substituted by the council in accordance with Section 2(5) of this administrative regulation;

(b) For a community college, the institution exhibits continuous progress in three (3) of four (4) annual plan implementation objectives established in Sections 3 and 4 of this administrative regulation; and

(c) For other institutions, an institution exhibits continuous progress in six (6) of the eight (8) annual plan implementation objectives established in Sections 3 and 4 of this administrative regulation.

(2) Automatic eligibility for a new academic program shall be for the calendar year immediately following the certification of eligibility.

(3) Certification of automatic eligibility and for a quantitative or qualitative waiver shall occur prior to the end of each calendar year and shall be reported to the Council on Postsecondary Education and the Committee on Equal Opportunities.

Section 7. Waivers. (1) If an institution is not automatically eligible under Section 6 of this administrative regulation and is eligible for a quantitative or qualitative waiver, the institution may request a one (1) year waiver which shall be either:

- (a) Quantitative; or
- (b) Qualitative.

(2) A waiver request by an institution shall include a resolution submitted to the Council on Postsecondary Education approved by the institution's governing board and shall include either a quantitative or qualitative assessment, as appropriate, of the institution's efforts to achieve the institution's objectives as set forth in the Kentucky Plan.

(3) An institution shall be eligible to receive a quantitative waiver if:

(a) For Kentucky State University, the institution exhibits continuous progress:

1. In four (4) of seven (7) annual plan implementation objectives established in Sections 3 and 4 of this administrative regulation; or

2. As required by Section 2(4) of this administrative regulation, if substituted by the council in accordance with Section 2(5) of this administrative regulation;

(b) For a community college, an institution exhibits continuous progress in two (2) of four (4) objectives established in Sections 3 and 4 of this administrative regulation;

(c) For an institution other than Kentucky State University or a community college, if an institution exhibits continuous progress in five (5) of eight (8) annual plan implementation objectives established in Sections 3 and 4 of this administrative regulation.

(4) A qualitative waiver may be approved for the institution failing to meet annual objectives if an institution can demonstrate:

(a) 1. Outstanding efforts that were attempted which have not yet proven to be successful;  
or

2. Extraordinary circumstances that precluded success; and

(b) How the institution's revised plans for recruitment and retention of African-American students or employees show promise of future success.

(5) The written request for a qualitative waiver shall include specific and quantifiable aspects of the institution's efforts to meet equal opportunity objectives including:

- (a) Commitment of funds to equal opportunity related activities;
- (b) Financial aid distribution;
- (c) Student services activities;

(d) High school visitations and results;  
(e) Academic support services;  
(f) Number of interviews granted to African-American applicants for a position;  
(g) Offers of employment made that are accepted or rejected;  
(h) Utilization of funds to stimulate a unit to improve its employment data;  
(i) Special actions for a unit within an institution if additional efforts are required; and  
(j) An evaluation of long-range data trends for those objectives that fell below expectations.

(6) An institution's written request for a qualitative waiver shall be reviewed by the Council on Postsecondary Education's Committee on Equal Opportunity which shall make a recommendation to the council on whether to grant a qualitative waiver.

(7) The council shall consider an institution's request for a qualitative waiver at a subsequent meeting of the council:

- (a) Following submission of the information by the institution in support of its request; and
- (b) After a recommendation is forwarded from the Committee on Equal Opportunities.

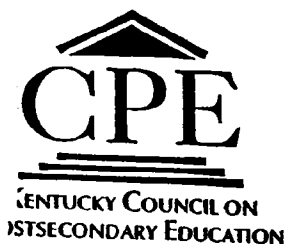
(8) An institution shall not be eligible for a waiver in consecutive years regardless of the type of waiver.

(9)(a) Except as provided in paragraph (b) of this subsection, an institution that has received a quantitative or qualitative waiver shall submit a new academic program under the waiver provision in the calendar year for which the waiver is granted. An institution's request for a new academic program, advanced under authority of an approved waiver, shall be considered at the next regularly scheduled meeting of the council after an institution has submitted a complete program application.

(b) If the council postpones or delays action on an academic program approval, it may extend the period of consideration of a new academic program.

Section 8. Incorporation by Reference. (1) "The 1997-2002 Kentucky Plan for Equal Opportunities in Postsecondary Education", Council on Postsecondary Education, is incorporated by reference.

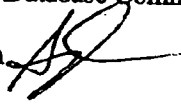
(2) It may be inspected, copied, or obtained at the Council on Postsecondary Education, 1024 Capital Center Drive, Suite 320, Frankfort, Kentucky 40601, Monday through Friday, 8 a.m. to 4:30 p.m. (19 Ky.R. 1689; Am. 2024; eff. 3-4-93; 23 Ky.R. 164; 1389; eff. 9-5-96; 24 Ky.R. 916; 1291; 1498; eff. 1-12-98.)



GORDON K. DAVIES  
President

MEMORANDUM

TO: Institutional Equal Opportunity Coordinators  
Comprehensive Database Committee

FROM: Sherron Jackson 

DATE: October 17, 2000

SUBJECT: Measuring Progress: KY Plan for Equal Opportunities

This memorandum responds to requests from several institutions regarding the process for measuring progress under the 1997-2002 *Kentucky Plan for Equal Opportunities* and the Partnership Agreement with the Office for Civil Rights. Also requested was a description of the implementation of the diversity as a plus-factor provision that was approved by the Council at its meeting in November 1999.

I send several attachments that describe the specific process used by the Council to assess institutional progress for each plan commitment, including the diversity as a plus-factor provision. As a reminder, the focus of *The Kentucky Plan* and the Partnership Agreement with the OCR is enrollment, retention, and graduation of African Americans who are Kentucky residents. And the employment of African Americans in executive, faculty, and professional non-faculty positions. A general description of each commitment and the basis for its evaluation is provided as Attachment A. More detailed information on the diversity as a plus-factor evaluation is provided as Attachment B. Other related information, including the 67 target counties, target census tracts and demographic characteristics in Fayette and Jefferson Counties, target census tracts with zip code overlay, and a map of the Jefferson County public schools are provided for your information and use.

Because of the manner students are assigned to schools in Fayette and Jefferson Counties, when the concept of diversity as a plus-factor was adopted by the Council evaluation was tied to the student's permanent mailing address and zip code. Institutions will begin reporting zip code information for students in fall 2000. Therefore, implementation, for now, will be tied to the schools in the target census tracts rather than the specific students. The use of zip codes to identify students will begin with evaluation of fall 2000 enrollment data.

If you have questions or need further assistance, please call me.

attachments

cc: Connie Shumake  
Rana Johnson

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**Evaluation of *The 1997-2002 Kentucky Plan* Benchmarks**

Evaluation of progress is on the basis of the performance of each institution. Progress is based on the performance of an institution in the preceding academic year. All objectives of *The 1997-2002 Kentucky Plan for Equal Opportunities* are evaluated on the basis of the concept of "continuous progress." Continuous progress means that an institution shows an increase in the number of students of employees over the previous year of each category or objective.

- **Kentucky Resident African American Undergraduate Student Enrollment:** The system enrollment must be 7.3% or greater and the headcount enrollment (student classification codes 01-04, 05, and 14) of the institution must be equal to the objective or the institution must show progress by enrolling at least one student more than enrolled the previous year. Headcount enrollment includes all students – full-time, part-time, auditors, non-degree, etc.
- **Retention of First-Year Kentucky Resident African American Students:** This cohort of students includes first-time freshmen (student classification codes 01-04 and 14) only – first-time freshmen are by definition degree seeking – for each institution. First-year retention is measured from fall semester to fall semester. *Since some institutions have freshmen summer programs the summer enrollment is also included.* The enrollment of first-year students must be equal to the objective or the institution must show progress by retaining at least one student more than retained the previous year.
- **Retention of All Kentucky Resident Undergraduate African American Students:** This cohort of students includes all undergraduate students (student codes 01-04 and 14) for each institution. Retention is measured from fall semester to fall semester – students who have graduated – this includes the December, May and August graduates – are added back in to accurately reflect retention efforts of all undergraduate students. Retention of all undergraduate students must be equal to the objective or the institution must show progress by retaining at least one student more than retained the previous year.
- **Six-Year Graduation Rate for Degree-Seeking Kentucky Resident African American Students:** This cohort of students includes all degree-seeking students (first-time freshmen only) for each institution. The analysis also provides credit for a student who receives a degree during the summer of year six. The process adds back for the original institution, any transfer students that graduate from another institution. Continuous progress is achieved when the six-year graduation rate is equal to the objective or the institution graduates at least one student more than graduated the previous year.

- **Kentucky Resident African American Enrollment in Graduate Programs:** This group of students represents the headcount enrollment of Kentucky resident African Americans enrolled in graduate degree programs. The headcount enrollment of the institution must be equal to the objective or the institution must show progress by enrolling at least one student more than enrolled the previous year. Head count enrollment includes all students -- full-time, part-time, etc.
- **Employment of African Americans in Executive, Administrative, and Managerial Positions:** This cohort includes only the full-time employees of an institution. The employment of African Americans by the institution must be equal to the objective or the institution must show progress by employing at least one full-time staff person more than employed the previous year.
- **Employment of African Americans as Faculty:** This cohort includes only the full-time faculty of an institution. The employment of African Americans by the institution must be equal to the objective or the institution must show progress by employing at least one full-time faculty person more than employed the previous year.
- **Employment of African Americans as Other Professionals:** This cohort includes only the full-time professional staff of an institution. The employment of African Americans by the institution must be equal to the objective or the institution must show progress by employing at least one full-time professional staff person more than employed the previous year.
- **Diversity as a Plus-Factor:** The value of diversity is considered in the assessment of performance on the enrollment objective of *The Kentucky Plan* -- by allowing campus diversity to be a plus factor for that objective. Implementation focuses on the 67 target enrollment counties plus target districts in Jefferson and Fayette Counties that are identified as under-served by the education community. The target districts in Jefferson and Fayette Counties are identified using the same characteristics as those used to identify the 67 target enrollment counties. Diversity for purposes of *The Kentucky Plan* is defined as African American students.

Evaluation of progress for calendar year 2000 (reporting year 1998-99) and calendar year 2001 (reporting year 1999-2000) is tied to the high schools in the target census tracts. The use of zip codes to identify specific students by target census tract will begin with evaluation of progress for calendar year 2002 (reporting year 2000-01).

**Application of the factor:**

1. Identify first-time Kentucky resident African American students from 67 target counties, Fayette County (Bryan Station HS and Lafayette HS), and Jefferson County (Fairdale HS, Butler HS, Brown HS, Central HS, Manual HS, Doss HS, Iroquois HS, Male HS, Western HS, and Shawnee HS).
2. Identify first-time African American students from other states enrolled at each institution.
3. Add to each institution's headcount of Kentucky resident African American students a number of African American students from other states equal to the sum of the African American students from the 67 target counties plus special districts in Fayette and Jefferson Counties.

*Document Dated: March 2000*

**Diversity as a Plus Factor**

The value of diversity is considered in the assessment of performance on the enrollment objective of *The Kentucky Plan* -- by allowing campus diversity to be a plus factor for that objective. Implementation focuses on the 67 target enrollment counties plus target census tracts in Jefferson and Fayette Counties that are identified as under-served by the education community. The target census tracts in Jefferson and Fayette Counties are identified using the same characteristics as those used to identify the 67 target enrollment counties. Diversity for purposes of *The Kentucky Plan* is defined as African American students.

Primarily two high schools, Bryan Station High School and Lafayette High School, serve students in the target census tracts in Fayette County. Ten schools, Fairdale High School, Butler High School, Brown High School, Central High School, Manual High School, Doss High School, Iroquois High School, Male High School, Western High School, and Shawnee High School, serve students in the target census tracts in Jefferson County.

**Application of the factor:**

Because of the manner students are assigned to schools in Fayette and Jefferson Counties, when the concept of diversity as a plus-factor was adopted by the Council evaluation was tied to the student's permanent mailing address and zip code. Institutions will begin reporting zip code information for students in fall 2000. Therefore, evaluation of progress for calendar year 2000 (reporting year 1998-99) and calendar year 2001 (reporting year 1999-2000) is tied to the high schools in the target census tracts. The use of zip codes to identify specific students by target census tract will begin with evaluation of progress for calendar year 2002 (reporting year 2000-01). The methodology for evaluation follows.

- Identify first-time Kentucky resident African American students from 67 target counties, Fayette County (Bryan Station HS and Lafayette HS), and Jefferson County (Fairdale HS, Butler HS, Brown HS, Central HS, Manual HS, Doss HS, Iroquois HS, Male HS, Western HS, and Shawnee HS) enrolled at each institution
- Identify first-time African American students from other states enrolled at each institution.
- Add to each institution's headcount of Kentucky resident African American students a number of African American students from other states equal to the sum of the African American students from the 67 target counties plus special target census tracts in Fayette and Jefferson counties.

Document Dated: October 17, 2000